

Senate Committee on Children and Families and Workforce Development

Testimony on 2009 Senate Bill 86

I am Assistant State Superintendent Richard Grobschmidt, speaking on behalf of State Superintendent Tony Evers and the Department of Public Instruction, in favor of Senate Bill 86, a bill which would allow time for employees to participate in school conferences and activities for their children.

This proposal removes barriers and creates important protections for parents to be involved in their children's education. Indeed, families are their children's most important and influential teachers. Thirty years of research show that:

- When parents are involved in their children's learning, their children earn higher grades and test scores, and they stay in school longer, and
- When parents are involved in a variety of ways at school, the performance of *all* children in the school tends to improve.

In a recent survey sponsored by the Education Testing Service, teachers, administrators, the public and even parents say lack of parental involvement is the biggest challenge facing schools. We know from the research that all families want to and can help their children learn, regardless of their income or educational level. But wanting to and actually doing it doesn't always come together, especially for working parents juggling the responsibilities of their jobs and families.

We know the importance of schools reaching out to parents, but if parents aren't able to respond because of inflexibility in the work place, then we continue with the same lack of involvement. According to the National Partnership for Women and Families, 10 states require leave for participation in children's educational activities. California offers the most time, with 40 hours a year and no more than eight hours per month, while Washington, D.C., Massachusetts and Vermont offer 24 hours a year. Since low-wage jobs are the least flexible, many parents need this opportunity to be involved with their children's education.

Passing the bill would make an important statement that in Wisconsin we are serious about parents being essential partners in the education of their children.



WMC

WISCONSIN'S BUSINESS VOICE SINCE 1911

TO: Committee on Children Families and Workforce Development
FROM: John Metcalf, Director, Human Resources Policy
DATE: February 17, 2010
RE: Opposition to SB 86 – Mandated School Conference and Activities Leave

Background

Current Wisconsin and Federal Law require employers with 50 or more employees to provide Family and Medical Leave (FMLA) to their employees. The length of leave entitlements vary between the State and Federal laws, as do the qualifying requirements and administration of the two laws. Because of these variations the FMLA's are among the most complex that Wisconsin employers must administer.

School Conference and Activity Leave

SB 86 creates an additional leave entitlement of up to 16 hours of school conference and activities leave in a 12-month period under Wisconsin's FMLA for any employee of an employer, employing at least 50 individuals on a permanent basis in this state. School conference and activities leave may be taken to attend school conferences or classroom activities relating to the employee's child that cannot be scheduled during nonworking hours. In addition, school conference and activities leave may be taken to observe and monitor the day care, preschool, or pre-kindergarten services or programming received by an employee's child, if that observation and monitoring cannot be scheduled during nonworking hours.

Substitution of Paid Leave

An employee may substitute, for portions of school conference and activities leave, other types of paid or unpaid leave provided by the employer, except that an employee may not substitute paid leave of less than an hour for school conference and activities leave for attending a school conference or activity.

Notice of Leave

An employee who intends to take leave to attend a school conference or activity must give the employer advance notice of the conference or activity and must make a reasonable effort to schedule the conference or activity so that it does not unduly disrupt the operations of the employer.

Definition of School

"School" is defined as: a day care center licensed by the Department of Health and Family Services; a day care provider certified for funding by a county department of human services or social services; a day care program established or contracted for by a school board; a public or private preschool or pre-kindergarten, or a public or private school that provides an educational program for one or more grades between kindergarten and 12.

WMC POSITION – OPPOSE

WMC strongly supports conformity of the existing federal and Wisconsin FMLA's that are currently difficult to administer. Until broad conformity occurs between Wisconsin's FMLA and the federal FMLA, WMC opposes any expansion of the state FMLA, including the creation of an additional form of mandated leave. Further, in any given session of the U.S. Congress and the Wisconsin Legislature, legislation to expand the existing state and federal FMLA's are proposed, as well as to mandate further types of leave for other reasons. However, no legislation has been enacted to attempt to coordinate these mandates – creating a significant and growing problem with the administration of mandated as well as employer provided employee leave benefits in U.S. and Wisconsin work places.

Increasingly, businesses provide banks of leave for undefined purposes: vacation, illness and other personal and family needs. Mandating specific types of leave for specified purposes runs counter to the trends in employment and benefits law, and creates further administrative complexities and opportunities for litigation.

For these reasons WMC asks the Committee to oppose Senate Bill 86.



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Special Report

Table: The Best States For Business

Kurt Badenhausen, 09.23.09, 06:00 PM EDT

How the states match up.

Our Best States ranking measures six vital categories for businesses: costs, labor supply, regulatory environment, current economic climate, growth prospects and quality of life. We factor in 33 different points of data to determine the ranks in the six main areas. Business costs that include labor, energy and taxes are weighted the most heavily. We relied on nine different data providers. Moody's Economy.com is the most utilized resource.

OVERALL RANK	2008 RANK	STATE	BUSINESS COSTS RANK ¹	LABOR RANK ²	REGULATORY ENVIRONMENT RANK ³	ECONOMIC CLIMATE RANK ⁴	GROWTH PROSPECTS RANK ⁵	QUALITY OF LIFE RANK ⁶	POPULATION	GROSS STATE PRODUCT (\$BIL)	FIVE-YEAR CHANGE (%)	GOVERNOR
1	1	Virginia	20	3	2	18	12	1	7,804,800	325	2.9	Tim Kaine
2	3	Washington	27	2	5	3	1	24	6,593,900	285	3.3	Chris Gregoire
3	2	Utah	14	4	11	11	22	17	2,766,900	88	4.8	Gary Herbert
4	8	Colorado	33	1	17	6	2	15	4,975,800	203	2.8	Bill Ritter
5	4	North Carolina	3	15	4	18	33	34	9,305,500	329	2.8	Beverly Perdue
6	5	Georgia	28	7	1	23	15	33	8,765,700	329	1.8	Sonny Perdue
7	13	North Dakota	6	37	26	8	4	21	643,200	24	4.1	John Hoeven
8	9	Texas	29	23	10	1	3	39	24,553,400	928	3.7	Rick Perry
9	10	Nebraska	11	24	23	23	23	10	1,788,800	67	2.1	David Heineman
10	19	Oregon	17	6	41	13	17	25	3,620,400	147	4.5	Ted Kulongoski
11	7	Idaho	12	17	35	10	36	18	1,534,900	48	4.5	C.L. Otter
12	14	Maryland	42	8	29	19	7	14	5,842,600	221	2.2	Martin O'Malley
13	24	Montana	23	8	38	6	16	35	972,500	27	3.2	Brian Schweitzer
14	22	Iowa	9	39	16	22	48	8	3,006,100	110	3.0	Chet Culver
15	21	Kansas	25	21	12	30	26	27	2,814,800	98	2.5	Mark Parkinson
16	23	South Dakota	1	33	41	21	21	23	807,100	30	3.4	Mike Rounds
17	11	Minnesota	32	10	30	35	20	6	5,242,700	217	2.0	Tim Pawlenty
18	8	Florida	36	11	25	14	9	40	18,386,700	603	3.0	Charlie Crist
19	20	New Hampshire	41	5	46	26	5	4	1,320,400	51	2.0	John Lynch
20	26	Oklahoma	13	41	9	4	47	38	3,647,800	107	2.5	Brad Henry
21	12	Delaware	5	12	26	40	39	36	878,500	49	1.9	Jack Markell
22	31	Wyoming	2	29	49	15	26	32	538,000	22	2.9	Dave Freudenthal
23	17	Tennessee	10	39	3	38	34	42	6,244,600	210	2.2	Phil Bredeson
24	35	Illinois	34	27	13	32	23	20	12,942,500	516	1.5	Pat Quinn
25	29	South Carolina	19	31	6	36	30	43	4,507,200	127	1.2	Mark Sanford
26	32	Arkansas	8	44	34	17	14	41	2,966,700	78	2.3	Mike Beebe
27	15	New Mexico	26	32	31	11	6	48	1,992,100	61	2.7	Bill Richardson
28	28	Alabama	22	42	19	25	13	45	4,879,700	137	2.4	Robert Riley
29	30	Missouri	15	38	21	42	25	29	5,924,000	194	1.1	Jay Nixon
30	25	Indiana	7	43	14	47	49	10	6,399,200	210	0.8	Mitchell Daniels
31	19	Nevada	24	26	28	2	40	49	2,615,100	103	4.8	Jim Gibbons
32	38	New York	46	30	17	18	35	13	19,508,400	865	3.8	David Paterson
33	41	Pennsylvania	38	34	15	37	32	7	12,488,600	444	1.5	Edward Rendell
34	36	Massachusetts	48	16	22	33	40	2	6,506,600	312	2.2	Deval Patrick
35	33	Connecticut	45	18	33	31	37	3	3,504,700	178	2.2	M. Jodi Roll
36	16	Arizona	31	14	45	7	38	47	6,682,700	210	3.8	Jan Brewer
37	39	Ohio	30	47	8	43	48	12	11,491,200	389	0.4	Ted Strickland
38	40	California	50	22	39	27	10	26	36,992,400	1,548	2.9	Arnold Schwarzenegger
39	27	Hawaii	47	19	43	9	31	28	1,282,700	50	3.2	Linda Lingle
40	42	Mississippi	18	49	20	48	19	46	2,948,000	72	1.5	Haley Barbour
41	48	Maine	44	25	32	38	28	19	1,315,600	40	1.8	John Baldacci
42	46	Alaska	37	28	40	29	11	44	680,000	30	1.8	Sean Parnell
43	44	Kentucky	16	45	24	45	44	31	4,290,400	127	1.6	Steven Beshear
44	49	Louisiana	20	50	36	34	8	50	4,419,500	145	1.9	Bobby Jindal
45	34	New Jersey	49	20	47	44	24	5	8,899,200	390	1.3	Jon Corzine
46	50	West Virginia	4	46	49	28	43	37	1,815,700	48	1.7	Joe Manchin III
47	36	Vermont	43	13	44	49	42	9	621,300	22	2.1	Jim Douglas
48	43	Wisconsin	35	38	37	41	45	11	5,538,700	199	1.5	Jim Doyle
49	47	Michigan	39	48	6	50	50	30	9,876,900	328	-0.9	Jennifer Granholm
50	45	Rhode Island	40	35	50	48	18	21	1,050,900	38	0.9	Don Carlieri

1 Index based on cost of labor, energy and taxes.
2 Measures educational attainment, net migration and projected population growth.
3 Measures regulatory and tort climate, incentives, transportation and bond ratings.
4 Reflects job, income and gross state product growth as well as unemployment and presence of big companies.
5 Reflects projected job, income and gross state product growth as well as business openings/closings and venture capital investments.
6 Index of schools, health, crime, cost of living and poverty rates.

Sources: Moody's Economy.com; Pollina Corporate Real Estate; Pacific Research Institute; Tax Foundation; Sperling's Best Places; Census Bureau; SBA; FBI; Dept. of Education; Forbes.

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Factors influencing revenue take time to reattain pre-recession level, but spending does not – economic recovery does not feel like fiscal recovery

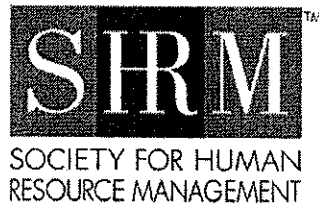
of quarters after the GDP trough
until pre-recession level is re-attained

Recession start-year:	Real GDP	Employment	Real wages	Real proprietors' income, plus dividends, interest, rent	Real consumption of goods	Real state and local government current expenditures**
1969	1	6	5	2	1	1
1973	3	4	6	9	2	1
1980	2	2	3	1	8	1
1990	3	8	4	13	4	1
2001	1	14	11	13	1	1

Source: BEA National Income and Product Accounts

Note: All variables deflated using GDP price index

** 2007 is different so far



Workplace Flexibility
May 2009
Public Policy Issue Statement

Background

The principle federal laws that govern workplace flexibility are the Fair Labor Standards Act (FLSA) and the Family and Medical Leave Act (FMLA).

The FLSA, which was enacted in 1938, establishes standards for minimum wage, overtime pay, and child labor. Under current law, non-exempt employees must be paid overtime for working more than 40 hours per week. Public-sector employers, however, may offer employees a choice of compensatory time or pay when the employee works over 40 hours in a week.

Enacted in 1993, the FMLA, enacted in 1993, provides unpaid leave for the birth, adoption or foster care placement of an employee's child, as well as for the "serious health condition" of a spouse, son, daughter, or parent, or for the employee's own medical condition. In 2008, the Act was amended to provide up to 26 weeks of unpaid leave to an employee to care for a family member who is injured while serving on active military duty and up to 12 weeks of leave for urgent needs related to a family member's current active military service.

In 2005, California became the first state to provide up to six weeks or partial paid leave to employees for family and medical leave issues. Recently, the states of Washington and New Jersey as well as the cities of San Francisco, CA, Washington, D.C. and Milwaukee, WI have enacted laws to provide paid leave to employees for similar situations. During the 2008 state legislative session, 14 states considered enacting paid leave laws similar to those in California, Washington, and New Jersey.

Issue

The FLSA and the FMLA represent a somewhat outdated and rigid approach to mandated employee benefits. Many employers and associations believe these laws and their concomitant regulations are not responsive to the evolving needs and lifestyles of today's workforce.

Many employers continue to encounter challenges in implementing existing leave requirements that do not reflect the changing nature of the 21st Century workforce. As a result, the focus is on documentation of incremental leave and the reasons for the leave rather than on seeking innovative ways to help employees to balance the demands of both work and family life.

At the same time, there is a growing movement advocating new government legislation that would create new mandates for employers. These groups have focused their efforts on initiatives to require employers to provide paid sick leave as well as to expand the current FMLA to include paid leave.

Some key Members of Congress have expressed strong support of these proposals, and many observers believe such legislation could be debated within the next year or two.

To help balance work, family and personal needs, many employers are already voluntarily providing paid sick, personal, vacation and maternity leave for employees. According to the *SHRM 2008 Employee Benefits Survey*, 74 percent of employers offer paid sick leave, 82 percent of employers offer paid vacation leave, and 15 percent offer paid maternity leave outside of what is covered by a short-term disability benefit.

Recently, more employers have offered Paid Time Off (PTO) plans in lieu of other employer-sponsored paid leave programs. These plans typically combine all common leave benefits (vacation, sick leave, holidays and personal days) into one leave program that can be used in any circumstance by the employee. According to the *SHRM 2008 Employee Benefits Survey*, 60 percent of employers offer PTO plans to their employees.

SHRM Proposed Policy Statement

SHRM believes that the United States must have a 21st Century workplace flexibility policy that meets the needs of both employers and employees. Rather than a one-size fits all government mandate, the policy should be a new approach that reflects different work environments, representation, industries and organizational size.

The policy should support employees in balancing their work and family obligations; provide paid leave to the employee; and at the same time provide certainty, predictability and stability to employers. Under this new approach, employers that meet a safe harbor leave standard would not be subject to federal, state and local leave requirements. Alternatively, employers that chose not to offer this leave standard would be subject to existing federal leave requirements.

At the same time, SHRM believes current government leave laws need to be improved and streamlined. The FMLA needs to be strengthened to prevent misuse and abuse of the leave, which currently threatens the integrity of the Act. Additionally, statutes such as the FLSA need to be reviewed and updated to reflect the needs and protections of a 21st Century workforce. This includes allowing employers to provide flexible work options, such as offering employees a choice of compensatory time or overtime pay.

SHRM generally opposes any form of government mandate on employee benefits or leave requirements. SHRM believes employers, not the government, are best situated to know the benefit preferences of their employees. Any government initiative that removes or restricts an employer's flexibility in shaping such leave policies often creates undue hardships for employees and employers.

SHRM's proposed public policy position supports the following key workplace flexibility principles:

Flexible Paid Leave - SHRM supports a new approach to providing employees with paid leave that reflects different work environments, industries and organizational size. This paid leave approach should support employees in balancing their work and family obligations and at the same time, provide certainty, predictability and stability to employers in sponsoring the program. This program would operate much like a PTO plan, with an employer providing a guaranteed standard block of flexible paid leave to the employee that can be used for any leave purpose. Under this proposal, leave would be subject to the notice requirements and parameters of the employer's policy including requirements for the employee to use their annual leave. Alternatively an employer may permit an employee to rollover a capped portion of the unused accrued leave benefits from one year to the next or receive the benefits in the form of a contribution to a retirement or flexible spending account. An employer that met the requirements of this program would be exempt from mandated federal, state and local leave requirements.

Flexible Work Arrangements -- Flexible Work Arrangements (FWAs) allow an employee to alter the time and/or place when/where work is conducted on a regular basis, consistent and predictable with the employer's operations. SHRM believes public policy should encourage and support employer efforts to create and implement FWAs.

Telecommuting -- Allowing employees to telecommute can be beneficial for both employers and employees. SHRM recognizes that while telecommuting will not be practical for all employees or all employment situations, SHRM believes that public policy should support and encourage telecommuting. However, employers should have the right to determine which employees or employment situations make telecommuting practical.

Paid Leave Mandates -- SHRM generally opposes any form of government mandate for paid leave benefits including benefits funded through state insurance funds, as the Society believes that employers, not the government, know the benefit preferences of their employees. HR professionals traditionally work to tailor leave programs that meet the needs of their employees and employers. SHRM has concerns with proposals that implement a "one-size-fits-all" paid-leave mandate.

Family and Medical Leave Act - SHRM believes that improvements to the Act's definitions and notice requirements would reduce administrative and compliance problems for employers and HR professionals who are complying with FMLA requirements. Although supportive of the goals of the FMLA, the Society opposes expansion of the Act at this time.

Compensatory Time -- The Fair Labor Standards Act limits employee flexibility because it prohibits private sector employers from offering paid time off as compensation for working overtime hours. SHRM believes that private sector employees should be afforded the same flexibility that public sector employees have in having a choice of compensatory time or overtime pay.

SURVEY

CEOs Select Best, Worst States for Job Growth and Business

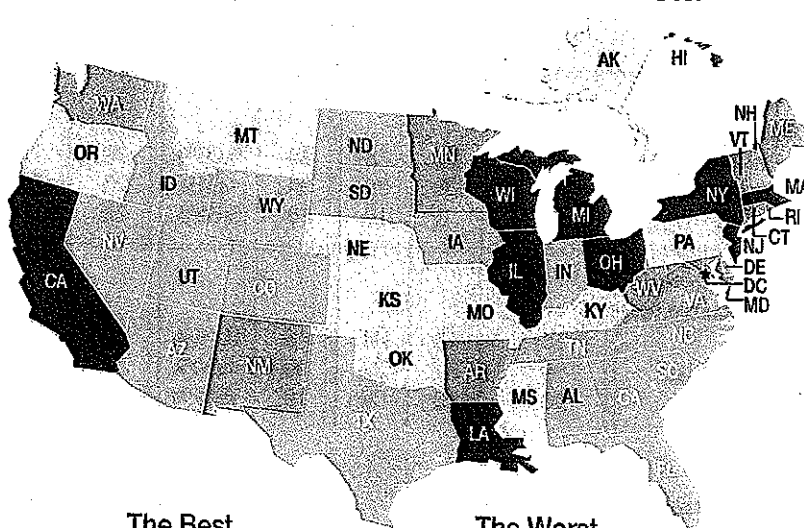
IN ITS FIFTH ANNUAL SURVEY, CE asked 543 CEOs to evaluate their states on a broad range of issues, including regulation, tax policies, education, quality of living and infrastructure. In addition, CEOs were also asked to grade each state based on the following criteria: 1) Taxation & Regulation, 2) Workforce Quality, and 3) Living Environment.

Once again, this year, the same states that took the bottom five spots over the past few years preserved their rankings for the most part. For the fourth year in a row, California and New York were ranked the worst and second worst state to do business in, respectively. Michigan was ranked third from the bottom for the second year in a row. The only difference in the bottom five was a flip in the worst fourth and fifth states, as New Jersey took over from Massachusetts as the fourth worst state.

Since 2005, CE has surveyed business leaders to rate their states and those in which they have operations with a view to whether each state is receptive to business operation and formation. Unfortunately, those states with the worst records continue to practice the same policies, that alienate businesses. As the economic downturn worsens and unemployment rises one would think some states would rethink their punitive tax and regulatory structure, not to mention their unionization policies if they want to turn the page and attract new businesses and capital to their area.

The Best and Worst States to Do Business in the U.S. in 2009

Worst Not Good Neutral Good Best



The Best

2009	2008	State
1	1	Texas
2	3	North Carolina
3	10	Florida
4	7	Georgia
5	6	Tennessee

The Worst

2009	2008	State
51	51	California
50	50	New York
49	49	Michigan
48	47	New Jersey
47	48	Massachusetts

Coincidentally, all the bottom three states, California, New York and Michigan, also report some of the nation's highest unemployment rates—10.1 percent, 7.6 percent and 11.6 percent, respectively, as of January (most recent data available). This compares to a national average of 7.6 percent in the same month (the national unemployment rate reached 8.1 percent in February).

Expressing the prevalent attitude

among CEOs, one CEO said, "Michigan and California literally need to do a 180 if they are ever to become competitive again. California has huge advantages with its size, quality of work force, particularly in high tech, as well as the quality of life and climate advantages of the state. However, it is an absolute regulatory and tax disaster, as is Michigan."

As states put on an intense competition to attract business and invest-

CEO CHRONICLES

CEO CONFIDENCE INDEX

States	Average Position Change Per Year	Rank		GDP Growth Rank, Growth Rate (2-yr. avg.)		Employment Rank, Unemployment Rate		Taxation & Regulation	Work Force Quality	Living Environment & Infrastructure
		09	08							
Best States										
Texas	N/C	1	1	7	8.19%	19	5.7%	A-	B+	B+
North Carolina	-1	2	3	10	7.18%	44	7.9%	B+	B+	A-
Florida	-7	3	10	15	6.55%	39	7.3%	B+	B-	B+
Worst States										
California	N/C	51	51	20	6.06%	48	8.4%	D	B-	B-
New York	N/C	50	50	11	7.16%	25	6.1%	D	B-	C-
Michigan	N/C	49	49	51	1.70%	51	9.6%	F	C+	C
Hot States (Greatest Rank Increase)										
Mississippi	15	30	45	33	5.00%	38	7.2%	F	C+	C
Pennsylvania	10	29	39	34	4.91%	25	6.1%	C	B-	B
Florida	7	3	10	15	6.55%	39	7.3%	B+	B-	B+
Cold States (Greatest Rank Decrease)										
Ohio	-11	45	34	49	3.24%	39	7.3%	C-	B-	B-
Minnesota	-10	32	22	39	4.50%	31	6.4%	C	B+	B+
Washington	-10	40	30	12	7.12%	31	6.4%	C	B+	B+

ment in this tough economic environment, the Best & Worst States survey saw a flurry of activity in the top ranks with the entry of three new states into the top five: Florida, Georgia and Tennessee. Tennessee, for example, enjoys one of the lowest cost of living indexes in

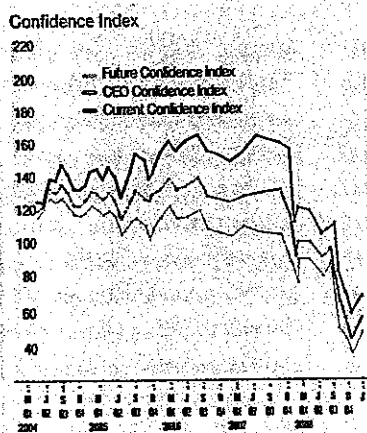
the U.S. California and New York rank among the highest. Texas maintained its #1 spot in the ranking for the fourth year in a row, as North Carolina, Florida, Georgia and Tennessee all jumped up in ranks, taking the #2, 3, 4 and 5 spots, respectively.

"Texas and the Carolinas are great for business," said one CEO. "South Carolina's Research Authority is exemplary in terms of creating new economic growth and Texas is strategically centered, has low taxes and outstanding demographics."

As a testament to this statement, in contrast to much of the nation, in fiscal 2008, Texas' gross state product grew by 4.2 percent, compared to 1.9 percent for the national economy.

If there is one state where business leaders are agog at the anti-growth actions of its government it is California. Ten years ago the state budget strained at the seams at \$85 billion. This rose to \$100 billion under Gray Davis and is approaching \$130 billion under Gov. Arnold Schwarzenegger. During this time the Golden State experienced a net outmigration of people and businesses. Seemingly oblivious to economic reality, last year the Democratic-controlled legislature proposed to raise California's income tax rate to 12 percent, the highest in the nation. \angle

For complete results regarding the confidence of public- and private-company CEOs, please visit our full report at www.chiefexecutive.net.



WISCONSIN EDUCATION ASSOCIATION COUNCIL

Affiliated with the National Education Association

*Great Schools
benefit
Everyone!*

TO: Senate Committee on Children and Families and Workforce Development

FR: Wisconsin Education Association Council

DA: February 17, 2010

RE: Senate Bill 86 (School Conference and Activities Leave)

The Wisconsin Education Association Council supports Senate Bill 86 allowing parents to take up to 16 hours of leave time from work to participate in their children's school activities and conferences *that cannot be scheduled during nonworking hours.*

Educators need parents as partners in education. Parental involvement helps children to be successful in school. Parents are an important part of an education team which includes student, educators and communities working together for a brighter future. When parents are involved, their children achieve higher grades and test scores, develop better attitudes and behavior, attend school more regularly, complete more homework, graduate from high school and enroll in postsecondary education. When family and school work together, everyone benefits.

Some parents who want to play a greater role in their child's education face obstacles. Oftentimes, it's because of work constraints that they aren't allowed the time off they need to attend a parent-teacher conference at night, or a daytime meeting with the school about their child's needs. Making it easier for parents to get time off of work to attend teacher conferences and student activities will increase parental involvement and enhance children's chances for success in school.

This legislation strikes the right balance between facilitating parental involvement in their child's education and respecting the needs of the employer. Under the bill employees must give the employer advance notice of the school conference or activity in a reasonable and practicable manner. Employers still have the authority to deny leave if the request will unduly disrupt the workplace, which is defined in DWD 225.02(3).

According to the Education Commission of the States, at least 15 states encourage, urge, expect or direct employers to enable parents to attend school activities such as parent/teacher conferences: Alabama, California, Colorado, Hawaii, Illinois, Louisiana, Minnesota, North Carolina, Oklahoma, Oregon, South Carolina, Tennessee, Texas, Utah and West Virginia.¹

Let's add Wisconsin to a growing list of states that have enacted laws to facilitate parental engagement in children's education. As a state, we need to stand up and say, "This is important to the child, to the family and to the community."

For all of these reasons, please support Senate Bill 86.

If you have any questions, contact Deb Sybell, WEAC Legislative Program Coordinator, at (608) 298-2327.

¹ <http://www.ecs.org/clearinghouse/59/11/5911.pdf> Mary Bell, President

Dan Burkhalter, Executive Director

WISCONSIN EDUCATION ASSOCIATION COUNCIL

Affiliated with the National Education Association

*Every kid
deserves a
Great School!*

Testimony of Len Herricks
Senate Committee on Children and Families and Workforce Development
Senate Bill 86
February 17, 2010

My name is Len Herricks and I live at 1960 Cliffview Court in Oshkosh. I am addressing you today as a 36-year teacher with the Oshkosh Area School District and as the President of the Oshkosh Education Association representing the 814 teachers of the District.

The Oshkosh Education Association supports Senate Bill 86 allowing parents to take up to 16 hours of leave time from work to participate in their children's school activities and conferences that cannot be scheduled during nonworking hours. As a 36-year veteran teacher I know from experience the importance of parental involvement. Involved parents make for successful students. Successful students make better citizens allowing for better communities. I ask you to look at education as a service to the community that builds commonwealth. Education funding is an investment that increases that commonwealth. Parental involvement helps families to take full advantage of that investment.

Over the course of my career the traditional family has changed. In my early years, Mom came in during the evening conference or parent meetings while Dad worked the night shift. Later in my career, Mom and Dad were both working and it was difficult for either of them to come to school for a conference because of work obligations. Now we have many youngsters who live in a single parent household. Missing work is even harder for these parents who are the primary support for the family. I have heard this statement often, "I would really like to meet with you but I have bills to pay."

In Oshkosh, we have several students who have a parent incarcerated in the state prisons located in our county. This year, one of our elementary teachers has 24 students in her classroom. Out of the 24 students, 7 have one of their parents incarcerated. More than half of high school dropouts end up in prison at the rate of \$30,000 per year cost to the taxpayer. More parental involvement and support might help us to break this cycle.

During my career, I recall many times where the first parent conference enabled me to put a child on the road to success. I teach high school and hopefully the parent involvement will have been in place long before I start working with the student. If it's not then, my efforts to reach out to parents and involve them are very hard. If you truly want to help bridge the achievement gap in this state, please support Senate Bill 86. We know that parental involvement is critical to student success. Thank you.

Mary Bell, President
Dan Burkhalter, Executive Director



Wisconsin

Memorandum

TO: Members of the Senate Committee on Children, Families and Workforce Development

FROM: Bill G. Smith, State Director

DATE: February 17, 2010

RE: Senate Bill 86 – School Conference and Activities Leave

This legislation is introduced with all the best intentions, and I can assure members of the committee, small business employers share the author's commitment to policies that will improve public education in Wisconsin.

NFIB members understand the importance of parental involvement in the education of their children and the value of their participation in legitimate school-related activities.

Although only 16 percent of our members have an official policy governing short periods of leave such as parent-teacher conferences, 91 percent of small business employers typically grant requests for leave when adequate notice is provided, according to studies by NFIB's Research Foundation.

Small business owners believe it is very important they have the flexibility to respond to personal leave requests that will minimize any negative impact on other employees in the workplace. Eighty-one percent, according to research by NFIB, handle personal leave requests on a case-by-case basis.

Therefore, 87% of Wisconsin's NFIB members responding to a survey study are opposed to legislation that requires employers to provide employees time off from work to attend the school activities of their children.

On behalf of Wisconsin's small business community, I respectfully urge members of the committee to oppose passage of Senate Bill 86.

Thank you for your consideration.



WISCONSIN CATHOLIC CONFERENCE

TO: Senator Robert Jauch, Chair
Members, Senate Committee on Children and Families and Workforce Development

FROM: Kim Wadas, Associate Director, Education and Health Care

DATE: February 17, 2010

RE: Senate Bill 86, School Conference and Activities Leave

The Wisconsin Catholic Conference urges your support for Senate Bill 86, which allows employees to take leave from work to attend a child's day care or school function.

By allowing parents the flexibility to attend important school functions and to play a direct role in the daily instruction of their children, SB 86 would facilitate an essential element of successful education, parental involvement. In his 1981 encyclical letter, *On Human Work*, Pope John Paul II discussed the relationship between work and family life at some length. In his discussion the Pope said the following:

These two spheres of values – one linked to work and the other consequent on the family nature of human life – must be properly united and must properly permeate each other... Two aspects of work in a sense come into play here: the one making family life and its upkeep possible, and the second making possible the achievement of the purposes of the family, especially education (#11).

The Pope continued by stating that work itself should be “organized and adapted in such a way as to respect the requirements of the person, and his or her forms of life, above all life in the home” (#19).

These ideas are echoed by the Catholic bishops of the United States in their pastoral letter, *Economic Justice for All*, and in their 1992 statement, “Putting Children and Families First.” The American bishops have emphasized that the true measure of an economy is not just what it produces, but whether or not it protects human dignity and promotes family life. Giving employees time off to attend to their children's educational needs does just that.

As the bishops reflected in *Economic Justice for All*, “economic and social policies of the work world should be continually evaluated in light of their impact on the strength and stability of family life” (#93). The well-being of families is a proper concern for government and public authorities. In several ways, the political community has a duty to honor the family, to assist it,

and to ensure that a variety of goods are available to families in order to meet their responsibilities to one another and the broader community.

SB 86 is consistent with these values. It affirms and encourages parents to be more involved in the education of their children by being present at school for significant events in the educational life of their child. By restructuring the workplace to make room for school visits, the bill represents a commitment by the rest of us as "indirect employers" to support parents in their roles as primary educators.

By allowing parents to attend and participate in school and day care activities, we affirm our commitment to make the family an integral part of education in the State of Wisconsin.

The WCC urges your support for SB 86.



9to5, National Association of Working Women

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Testimony of Amy Stear
WI Director 9to5, National Association of Working Women
on SB86 for the Senate Committee on Children and Families and Workforce
Development
February 17, 2010

Good morning and thank you Chairman Jauch and members of the Senate Committee for providing me this opportunity to speak in support of SB86.

I am Amy Stear, WI Director of 9to5, National Association of Working Women. 9to5 represents thousands of working parents nationally and here in Wisconsin. Our membership is primarily working mothers who struggle to balance the demands of their jobs with the needs of their families. Here in Wisconsin our members are mostly low wage mothers living in Milwaukee. Our members are just like you in many ways. They want to support their children both by providing decent housing and food on the table while ensuring their children do well at school. Our members recognize the need for a good education to ensure their children will have a decent chance at a stable economic future. They also know the probability their children will do well in school is linked to their parents' ability to participate in their education. But unlike many of you, they face employment barriers that make it difficult for them to play an active role in their children's school lives.

This is why SB86 is so important to our members. As I said, they work mostly in low wage jobs where they are less likely to have flexibility in work schedules. Many of these women aren't even allowed to take calls at work from their children's schools when an educator, social worker or administrator believe they need to be contacted to support their child. It isn't that these parents don't care to be involved in their children's school lives; often it's that they can't because it would mean putting their paycheck at risk.

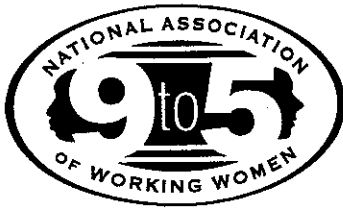
We all know children do better in school when their parents are involved in their education. 9to5 has provided the committee with fact sheets and data supporting this but the truth of the matter is this is just plain old common sense. There are many fortunate families in Wisconsin who have flexible work schedules or employers who are understanding about the needs of parents but this is not the case for all of us. Too many children in Milwaukee will drop out of school because their parents couldn't leave work to confer with teachers to figure out a plan to support their success in school. And this makes no sense at all - our children are truly our future and they deserve every opportunity to succeed.

9to5 was the lead organization supporting a similar bill that was passed in Colorado in



2009. In Georgia, 9to5 activists and allies are working hard to pass similar legislation. We believe legislation that enables parents to balance the needs of their families with the demands of their work is crucial to the well-being of our communities, our schools and our workplaces in Wisconsin and throughout our nation

I am a single mother of two MPS students and I know how important it has been to my kids that I was able to be a part of their school lives. My employer recognizes the importance of participating in our children's educations but not all employers are as understanding. We need good public policy to ensure all workers have the opportunity my family has.



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Statement by Larry Miller, School Board Director Milwaukee Public Schools In Support of the School Conference and Activities Leave May 19, 2009

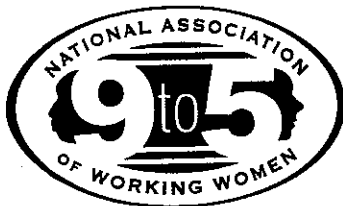
Before serving on the School Board of Milwaukee Public Schools, I was a teacher and administrator for 18 years. We hear a lot about what children need from their parents. Many business leaders and others have blasted parents of MPS students for not being more involved in their children's education and for lacking responsibility. What we don't hear is what children need from their parents' employers.

I've certainly seen parents who've failed their kids. But what I see much more is parents who care deeply about their children's education and well-being, who travel long distances to work long hours at dead-end jobs, and who have no flexibility at work when their kids need them to be at school.

As a teacher, I believe in calling parents when their child does something wrong – and also when the child excels. We try to offer variable times for parents to come to conferences. But too many parents are unable to attend school events because their employer won't allow them a little flexibility at work.

Many employers will do the right thing anyway, because they understand how this helps attract and retain employees and lower high turnover costs. We need public policy to make sure all workers have this opportunity. I strongly support the School Conference and Activities Leave as a step in this direction.





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Lila Saavedra, 9to5 Milwaukee member,
2236 S 20th St
Milwaukee, WI 53215

Testimony on Family Leave For School Activities

As a working-mother and full time college student, I do not have as much time off for my daughter as I would like. It is difficult to meet with her teachers and take part in school activities because I am either attending classes or working.

It would be great to have the opportunity to take off of work for an hour or two so I can check up on my daughter in her head start program. I feel it is important for me as a mother to be able to meet with her teachers to see how she is behaving and progressing, without worrying about getting penalized from my employer.

A mother should not have to pick between checking on their child's schooling and risking the chance of being fired, a parent needs to take part in their child's life to let them know they care about their education. I know being a mother is a lot of work as is and by taking the time out with my daughter I can show her how important she is to me.





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Testimony of Jennifer Morales
Mother of three current Milwaukee Public Schools students
and former member (2001-2009) of the Milwaukee Board of School Directors
to
the Senate Education Committee
17 February 2010

Like school finance reform, AB 116 open doors for children, in this case by opening doors for their parents and guardians.

In my eight years as a Milwaukee school board member, I often heard two refrains from members of the public: "If we already know what works in education, why don't you just do it?" and "Why aren't *those* parents involved in their children's education?" This bill responds to both of those questions:

"If we already know what works in education, why don't you just do it?" One thing that experienced educators know is how much difference parental involvement in school makes. When addressing every type of concern that might come up in school, from academic, to health, to disciplinary concerns, children do better when they know that there is a solid line of communication between their parents and their teachers. Ask any teacher why one of the first steps in disciplining a child is often having him or her call home. When that child knows that Teacher has Mom's phone number, and that Mom has enough of a relationship with Teacher to trust the teacher's version of the story, 9 times out of 10 that child is going to shape up. A key component in building that strong school/home relationship is the parent's presence in the school, whether it's at parent-teacher conferences or school assemblies or special classroom events.

Parent involvement works, but there are structural barriers in many jobs that keep parents from being involved in school—particularly during the class day, when it's most needed—and it's the responsibility of policymakers to address these barriers, for the public good.

Which leads to the second refrain I often heard:

"Why aren't those parents involved in their children's education?" People who don't have children in the Milwaukee Public Schools, or any other district in Wisconsin that serves a majority low-income population, might not have the life experiences to understand how many

barriers there are to parent involvement in schools. For most families in Milwaukee, having a full-time stay-at-home parent is not possible. For many, family economic stability requires two working parents, often at multiple jobs. Throw in some childcare obligations for the kids not yet school-aged, a spotty public transportation system, and an inflexible boss, and the end result is a parent who can't make it to parent-teacher conferences before or after work, and certainly not during the school day.

We have to have policies, like AB 116, that make it possible for all parents to be involved in their children's education. We can't complain about parents not being involved in school if we as a society don't open doors to parental involvement. Please support this key first step, AB 116.



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Frantrina Harris
Milwaukee, WI

Parent of 1.

I think we need more teacher and parent communication.

I am firm believer of popping up. If you have a day off work, try to see the kid at school.

I know a lot of parents who are not able to show up at school. Parent teacher conferences are after school, but they are still not available to some parents, especially if the school is not in the neighborhood.

In my last job, I couldn't leave for a conference that was scheduled at 3 o'clock. I had to miss the conference and felt like a bad mother because I couldn't get off work.

It's hard for a lot of parents because they are at these jobs that won't let you leave to go see about their kids.

I support AB116. Parents who work need it.



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Tina Perry
Milwaukee, WI
414-750-8313

I work in health care as a CNA, both a day and a night shift. I am a parent of 3.

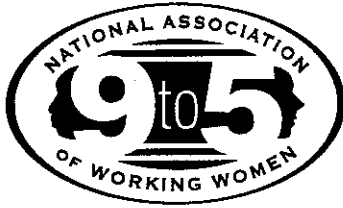
I have had problems getting to school if I don't know way in advance. My children bring home notes for conferences on a Friday and the meeting is scheduled on a Wednesday. I don't have enough notice in that case to get off work.

It is important to be able to take time off for my kids when they need me at school. My children will know and feel that I care when I am involved in their success at school. I want to be able to find out what's going on with them first hand.

Everyone should be able to take off and support their children at school.



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06/12/2000 42

Jennifer Cox
Milwaukee, WI
414-760-1950

Single Parent of 5

I live in Milwaukee. I am a full time youth care worker.

Right now I have 4 kids in high school in different schools, one is in K-8. You could be called in at any hour and it's very frustrating. It's difficult to balance all the different schools. I haven't been able to go to one of the kids schools and have consequentially seen attendance and behavioral problems.

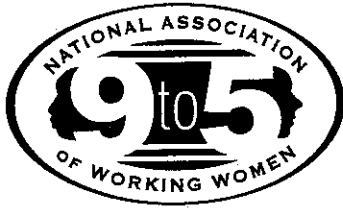
I was a high school drop out. It took me 11 years to get it through a GED. Now, I stress education quality.

We need AB116 to pass. I think the 16 hours is a minimum. Any way for us as working parents to have more hours added for our involvement is needed. We want to be involved in our children's education. We want them to do well.

I was a parent volunteer for 2 years, I saw the need for more parental involvement especially teaching respect in school.

If we don't have the support system, kids will fall through the cracks. They are supposed to be our future, but so many drop out. Graduation rates have gone down. The turnover rate wouldn't be so high in high schools if parents were able to be around more. No child should be left behind and time off for conferences and activities is an important start.





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Gloria Williams
Milwaukee, WI
414-393-8153

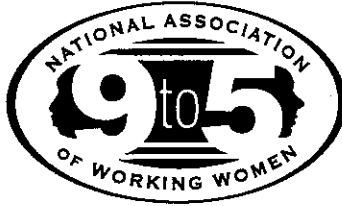
Parent of 1 school age

I work as a home health aid. I have a flexible schedule that allows me to be involved with my child. I try to deal with my son's school on a day to day basis. I talk to the teacher almost every day and am able to attend any meetings held after school.

It's always a benefit for me to be involved because a child knows that the parent really loves them and is looking out for their best interest. The teacher is so glad to see parents at the school. It reflects on the child and the parent as well.



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Gloria Weiskotten
8973 N70 St
Milwaukee, WI 53223

I have received information that there is a School Conference and Activity Leave extension to the Family Medical Leave (AB 116). I feel as a grandparent of 9 children that it is very important for parents to be able to go to school conferences to find out what help their children need for them to do well in school.

Schools complain that not enough parents attend these conferences so we need to make it as easy as possible for parents to attend. In this economy, both parents need to work so they cannot afford a day off and to put their job at risk. It is also important that parents attend school activities to give their children support for their efforts and build a caring relationship between a parent and child.





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42

Viva Crepe
Milwaukee, WI

Single parent of 4 boys. 2 school age.

I am working in customer service

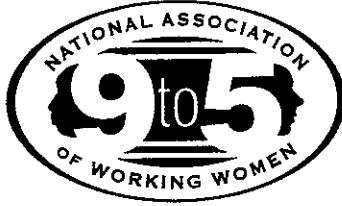
It's very difficult to get off of work for important things like school conferences. Not only do I loose the pay, I loose out on the significant things going on like recognition programs. I recently missed the scholastic achievements award held for my son. If I could have been allowed 2 hours away from work, it would have made a lot of difference. He mostly goes to school with more affluent mothers who are stay at home. I cannot afford to be a stay-at-home mother.

I have to go out of my way to go out of my way to prove I'm caring for my kids. It feels like I'm penalized for being a parent, a single parent.

It's necessary for many parents to leave work to attend our children's school activities.



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Porsche Humphery
5080 N 22nd St.
Milwaukee, WI
414-461-8343

Single parent of 3

I drive the school bus and have to leave my house at 4am to start my day.

My oldest daughter has a speech impairment. I need to talk to more than one teacher to accommodate her special needs. I need to be there for additional meetings to keep in the speech classes. Right now, I can't really take off work and it makes it very difficult to be there for my daughter with special needs.

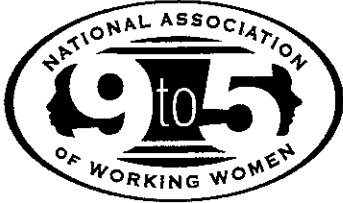
With my schedule, it's tough to make the busses to and from work on time for the different meetings at my daughter's school. My work is across town from the schools.

I am doing my GED right now, and would love to see my child graduate on time despite her speech impediment.

The AB116 would help me be there for my daughter with special needs to encourage her in the areas like math and speech. I would need to still get paid, but it's very important to at least have the time off to be with my daughter and other children when they need me at the day care.

A 5 year old doesn't understand that Mommy can't be with her because of work.





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 42

Carol Crites
Milwaukee, WI
Clergy

Parent of 1.

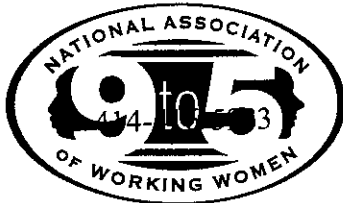
As a single parent especially, it was a tense situation to try and juggle between my job and my child growing up. Because I was the sole supporter, I struggled between the two when I was working in the corporate world.

I later went to seminary and became clergy. Here I had more time for school conferences at my child's school. I was able to schedule time in my day to be a parent now.

As clergy, I see the kids of parents who are struggling economically having to choose their job over their child. It's a decision they hate to make but are forced to.



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Melody Evans-Hailey
2938 W Carmen Ave.
Milwaukee, WI 53209
414-236-2301

Parent of 3. Grandparent of 7

I work in home health care. I see all the time people who don't get any visits from family. It makes a big difference. Just like with children. I want my children to remember that their parents love them enough to participate and be there for important things at school.

Parents need to participate in their children's lives. Like person being in a nursing home needs visits to be better.

When my kids were younger, I tried to be at their school as much as I could. At that time, my husband was working AO Smith that changed to Tower Automotive for 33 years. He could never get off of work for any of the children's activities. It wasn't considered important enough to the employer. One parent can't do it all, and he was unable because of work to be there for the kids, which affected them. They didn't have their daddy at school or cheering them on.

16 hours a year to take off is better than none.

I feel like we are in bondage to our employers, like I have no rights. Sometimes parents have to be off for their kids. That's what kids remember.

As a child, you need that moral support. Parents need to be active and just the fact that you are there. Everything changes when parents are around. Time off needs to be made available to active. We will have a better society and youth will have more hope with long and short term goals if parents are involved. Kids need heroes and they are supposed to be parents. Ones that are working are working so much that they can't be the heroes. They can't afford to lose their job and their check to be short.

It has a lot to do with how a teacher treats you. If parents are there and active, the teacher knows that. Parents have to part of the solution and not the problem.





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I have been teaching with Milwaukee Public Schools for more than twenty years. Throughout these years I have seen a strong correlation between parental involvement and the success of their children. Unfortunately, working parents have not had many opportunities during the course of a workday to visit their child's/children's school/s. Parents are often invited on field trips, programs at school, or classroom visits. Parents have had to either take a day off to do so, or miss these opportunities entirely.

At the present time I am teaching in a sage classroom of 15 students. Included among the 15 students are 5 children with IEPs (Individualized Education Plans), and three students who have a suspected learning/behavior problem. In other words, half of my students have special needs requiring a high degree of attention and specialized teaching. Parents are encouraged and invited to visit the classroom but seldom do. They are limited in taking time off because of work.

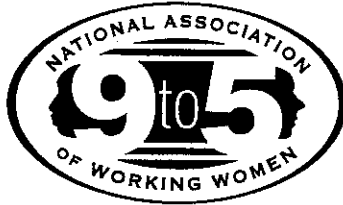
When parents do visit the classroom or school on a regular basis, improved skills and behavior are duly noted. Children respond positively to a parent's presence. Parents are able to interact with me and glean information that would otherwise be difficult to obtain. They can work with their child in the classroom, or work in small groups with other students. Sometimes parents can help out with a classroom task (like preparing homework, or putting up a bulletin board). A child's sense of self-esteem is always given a boost when a parent is at school for a positive reason. Motivation increases, as does a sense of pride and purpose. This is especially true of struggling students. Students who have special needs benefit the most from parental school involvement. Unfortunately, these are exactly the students whose parents experience the most difficulty in being able to take time off of work to visit their sons and daughters in school.

Many years ago when my son was in kindergarten, I took a day off to accompany his classroom to the Zoo. It was one of the best things I could have done for him that year as his parent. It was a wonderful fieldtrip. I made important connections to his teachers and peers. It was a day I will never forget. Unfortunately, when I told my principal the real reason for my absence, I was docked pay for that day. It felt as though my son and I were being punished for our time together with his class.

Please consider voting for the School Conferences and Activities Leave Bill (AB 116).
Thank you for your attention.

Stili Klikizos
3941 North 62nd Street
Milwaukee, WI 53216-2110





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Rhonda Willette
2551 North 17th Street
Milwaukee, Wisconsin 53206

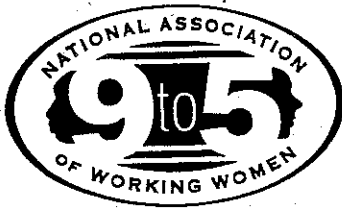
Mother of 8, Grandmother of 8

I presently work and have worked for a variety of non-profit organizations over the years. I have been fortunate as a divorced, single mother to have had the support of being in a workforce environment which allowed me as a parent to be involved in the growth and production of my children's education through the direct outlines of bill AB116.

Being actively involved builds a child's self esteem, encourages their growth, and keeps them out of trouble. This opens doors to teaching other adults to lead and therefore building stronger community support.

I personally know there are many empowerment events which gave my children the opportunity to shine and excel to be productive members in society. This has transferred generationally, as now some of my children are not parents themselves. I believe these are the years that build the child's most reliable support system. Having the opportunity to be involved at only 16 hours per year is not school age children's





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School Conference and Activities Leave Fact Sheet

Many working parents find it a challenge to participate in their child's education, as their jobs offer limited or no flexibility to take time off from work. Parent-teacher conferences and school visits allow a vital exchange of information regarding a child's developmental and educational progress. *School Conference and Activity Leave*, an expansion of the Wisconsin Family Medical Leave Act (FMLA) would allow parents the crucial time necessary to take part in all aspects of their child's education without imposing additional costs on employers.

- ❖ **The Challenge: Support parents' involvement in their child's education.**
Currently, many parents are only able to participate in conferences or school activities scheduled during nonworking hours: our state's FMLA does not stipulate that parents be allowed to use leave to attend their child's school conferences or school activities.
 - ❖ **The Goal: Create an educational environment where children are encouraged, protected, enriched and supported by parental involvement.**
Attendance at conferences and school activities – including those for children attending daycare and pre-kindergarten – engages parents to positively impact the outcome of their child's education.
 - ❖ **The Solution: Pass the School Conference and Activity Leave Bill.**
The School Conference and Activity Leave Bill would enable parents to more actively participate in their children's education. This bill allows any parent working at a business with at least 50 employees to take up to 16 hours of school conference and activities leave in a 12-month period – a solution that supports parental involvement without increasing the cost of doing business.
- **Enhance Children's Achievement:** Decades of research shows parental involvement increases motivation, test scores and graduation rates.
 - **Prevent Harmful Behaviors in Children:** Research also establishes that parental involvement decreases instances of violent behavior and drug and alcohol use among students.
 - **Bridge Socioeconomic Gaps:** Parental involvement should not be the exclusive privilege of those families of substantial economic means. Fostering strong relationships between parents and children through widespread parental involvement will ensure all children the engagement and support they need to succeed.
 - **Advance Community Connections:** When parents and teachers come together to enhance a child's learning environment, schools improve and communities grow stronger.
 - **Sustain Local Businesses:** Family-friendly leave policies improve a business' bottom-line by helping to attract and retain workers, increasing productivity and morale, and decreasing turnover and absenteeism.
 - **Join Other States Already Supporting Parents and Children:** Wisconsin has the opportunity to join other states, including Minnesota, Illinois, California, Louisiana, Massachusetts, North Carolina, Rhode Island, Vermont, and the District of Columbia in increasing the value of our investment in education by supporting parental involvement in children's developmental and educational progress.



Parental Involvement in School Activities

"I wanted to take an extra half hour at lunchtime so I could attend my child's parent-teacher conference. My job wouldn't let me go, even if I agreed to make up the time." Tiffany Harris, Milwaukee

The Need

Many workers in Wisconsin face obstacles to being involved with their children's school activities and keeping their jobs.

- A survey of low-income Wisconsin workers revealed that 26% had no paid vacation, 57% had no paid sick leave, and 74% lacked any paid personal leave.¹
- Of parents who had a child scoring in the bottom quartile in math and reading, nearly three-quarters could not rely on flexibility at work.²
- More than one in three workers with children in the bottom quartile had held jobs in which they lacked paid sick or vacation leave.³
- When asked if there was an "unwritten rule at my place of employment that you can't take care of family needs on company time," 24% of low-wage, low-income parents agreed.⁴
- Taking unpaid leave can drop family incomes such that they fall below the poverty level.

The Benefits

- Employers rank Leave for School Functions as the work-life program most effective in reducing unscheduled employee absences.⁵
- Family leave policies increase employers' ability to recruit and retain the best employees, increase productivity and morale, decrease turnover and absenteeism.⁶
- Children's educational outcomes improve when parents are involved in school-related activities.⁷
- At least 12 other states (CA, HI, IL, LA, MA, MN, NV, NC, OK, RI, TX, VT) and the District of Columbia already have state parental leave laws.

People have had to make difficult choices between income and jobs on the one hand, and their child's education needs on the other. Workers want to support their children *and* be involved in their education. Being a good parent should never cost you a job.

¹ IWF, Treading water in the New Economy: An Overview of Wisconsin's Low-Wage Working Families: 21.

² Heymann SJ, The Widening Gap: Why America's Working Families are in Jeopardy and What Can Be Done About It. New York: Basic HBooks. 2000: 54-55.

³ Ibid.

⁴ Heymann SJ, Boynton-Jarrett R, Carter P, Bond JT, Galinsky, E. Work-Family Issues and Low-Income Families, *Making Work Pay in the Low-Income Labor Market*, Summer 2002.

⁵ "2003 CCH Unscheduled Absence Survey." CCH Human Resources Group. October 2003.

⁶ Ibid.

⁷ "Indicators of Early School Success and Child Well-Being." Child Trends DataBank. 2003.